OFFICE OF THE STATE FIRE MARSHAL
STATEWIDE TRAINING AND EDUCATION ADVISORY COMMITTEE
DEPARTMENT OF FORESTRY AND FIRE PROTECTION

PO Box 944246
Sacramento, CA 94244-2460
Phone: (916) 445-8444
Website: www.fire.ca.gov

Date: January 2, 2017   Attachment 6

To: Ronny J. Coleman, Chairman
            Statewide Training and Education Advisory Committee
            c/o State Fire Training

From: Joe Bunn, Fire Service Training Specialist III, State Fire Training

Subject/Agenda Action Item: Fire Service Labor/Management Relations

>   **Recommended Actions:** Approve the Fire Service Labor/Management Relations Curriculum

>   **Background Information:**

>   This curriculum was presented at the October 2016 STEAC Meeting. This is the second reading, as of this date we have not received any feedback or input on the new curriculum.

>   After Analysis of the entire State Fire Training Chief Officer Certification Training Standards in 2009, the review Cadre recommended that three specific levels of Chief Officer certification be developed. STEAC and the State Board of Fire Services (SBFS) approved this recommendation. This recommendation was based on an analysis of the National Professional Development Model, National Fire Protection Association's Standard 1021, the National Fire Academy's Fire and Emergency Services in Higher Education (FESHE) Professional Development Model, the Fire Chief's Development Handbook of the International Association of Fire Chiefs (IAFC), and Chief Fire Officer Credentialing guidelines of the Center of Public Safety of Excellence. In addition, the existing State Fire Training (SFT) Fire Officer, Chief Officer and Fire Chief certification tracks were analyzed.

>   In 2013, SFT established priorities to update and develop new curricula. After the approval of SFT staff, task orders were developed for all the new curricula. Cadre leads were assigned and developmental and validation cadres formed for all the new certification tracks. The development of all materials were established and completed through the ongoing contract with Sacramento State University.

>   By the 20th of November of 2014 all the new curricula had been developed, validated and had been approved by STEAC and SBFS that were identified as priorities by State Fire Training (SFT). In addition, during the process of moving numerous Certification Training Standards through the system a discussion developed around the certification process. When working with NFPA having identified the Job Performance Requirements and that there will be a greater emphasis placed on the demonstration of proficiency. The changes in curricula hours for didactic instruction it was determined that State Fire Training (SFT) look seriously at the development of FSTEP courses for continuing education or professional development and with the new curriculum development process, the classes can be more streamlined.

>   The discussion was continued and it was determined a budget for updating existing or creating new curricula that will address missing information from legacy curriculum to a new, but not inclusive of the

NFPA be established. However, for the purposes of updating future curricula it should be noted that whenever possible utilizing an NFPA standard as the bloodline of the material should be established. This insures that on an ongoing basis the curriculum will be current and represents the latest in industry standards. This concept of developing FSTEP courses from the legacy courses or new curriculums for the purpose of continuing education and professional development was presented to STEAC on October 16, 2015.   Accordingly, the classes were identified with cadre leads assigned and an overview of those classes was presented to STEAC as an informational only process. One of those classes identified was Human Resource Management and Fire Service Labor Relations. This class is presently part of the management series for the Chief Officer Certification that terminates December 31, 2016.   The last revision of this course was in 1985.

Again, a designated cadre of experienced Chief; Fire Officers and Labor representatives were selected from various departments and backgrounds in the mission to update, revise and/or change the content to translate into an FSTEP course.

Cadre Leadership

Joe Bunn**, Deputy Fire Chief (Retired), Allison Shaw, Cadre Editor, Sacramento State

Development Cadre Members

John Bagala, Captain (ret), Marinwood Fire Department, Vice-President, Marin Professional Firefighters, Local 1775, Taral Brideau, Education and Training Director, California Firefighter Joint Apprenticeship Committee, Clive Savacool, Fire Chief, Garden Valley Fire Protection District, Founder, Exposure Tracker, Chris Stavros, Captain, Glendale Fire Department, President, Glendale Firefighters Association, Local 776, John Torres, Captain (ret), Alameda County Fire Department, Instructor, Chabot College

The development of the Course Plans did not require the development of a Certification Training Standards (CTS) because this course is established as a FSTEP course. Terminal Learning Objectives can be developed from JPR's from NFPA standard when available. In this particular case there is not any available NFPA standard that covers Labor/Management Relations. The Cadre from the specific reference materials utilized for the course work developed the Terminal Learning Objectives. The development of the material required two multi-day sessions. Several of the cadre members are State Fire Instructors and facilitate classes through the Community College system as well as a strong labor/management background. The name change of this course was unanimous to be more inclusive for all of the fire service community.

The break down of the 19:30 hour FSTEP course is as follows:

Fire Service Labor/Management Relations	
Didactic	15:05 Hours
Activities	4:25 Hours

The development cadre insisted that the standards for the instructors of this course meet the minimum requirements to facilitate the legacy course Fire Management 2C, Human Resource Management and Fire Service Labor Relations that presently is included in the present Chief Officer Certification to terminate on December 31, 2016.

Analysis/Summary of Issue:

Following is an analysis of the major differences between the old legacy SFT courses and the new FSTEP courses being developed.

1. This class is consistent with the existing SFT courses with the exception that the core of the content meets no established NFPA standard, but is in alignment with other courses presently being developed by SFT. Any professional or volunteer fire service member will benefit greatly with the design and content of this course.
2. This class is the first FSTEP class developed without any lineage to any NFPA standard. The development of this class meets all State and Federal labor laws to validate of the material as it relates to Labor and Management Relations. The currency could be problematic in the future with the lack of NFPA standards being available for revisions in the future for SFT. However, the new format for all new curriculums allows for updates and modifications to the materials easier for any cadre's of the future.

3. To avoid potential confusion with the present Fire Management 2C, Human Resource Management and Fire Service Labor Relations, which presently is a core course for Certification for Chief Officer. The legacy course is due to end on December 31, 2016 when the new Certification for Chief Fire Officer will be implemented. The implementation of this new course, Fire Service Labor/Management Relations will not be part of that Certification track.

4. The instructor should meet what would be consistent with the new Level 2 or 3 backgrounds through the PACE II process. In particular, the instructor should have a strong background, education and experience in relationship to fire service labor/management issues and collaboration regardless of rank.

In addition, existing SFT courses that are or will be in the Fire Service Training and Education Program (FSTEP) catalogue may provide additional development opportunities in the future. The implementation plan for this new course is pending development.